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OFFICE OF THE INDEPENDENT INSPECTOR GENERAL  
**PATRICK M. BLANCHARD**  
INSPECTOR GENERAL

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March 15, 2019

Honorable Toni Preckwinkle  
President  
Cook County Board of Commissioners  
118 N. Clark Street, 5<sup>th</sup> Floor  
Chicago, Illinois 60602

Patrick M. Blanchard  
Inspector General  
Office of the Independent Inspector General  
69 W. Washington Street, Suite 1160  
Chicago, Illinois 60602

**Re: OIIG Employment Plan Officer's March 2019 Semi-Annual Report**

Dear President Preckwinkle and Inspector General Blanchard:

This is the twelfth Semi-Annual Report issued pursuant to the Employment Plan for the Office of the Independent Inspector General (OIIG) that was filed with the United States District Court for the Northern District of Illinois on May 8, 2013. This report details my activities as the OIIG Employment Plan Officer during the previous six months. These activities consisted primarily of posting required information on the OIIG's website, monitoring activities during recent hiring sequences, training OIIG personnel regarding the Employment Plan and related issues, and taking other action required by the OIIG Employment Plan.

Postings on OIIG's Website

In addition to containing the OIIG Employment Plan and related information, the OIIG's website is periodically updated to include Quarterly Employment Action Reports for the office. During this reporting period, we submitted Quarterly Employment Action Reports for the third and fourth quarters of 2018 for inclusion on the website. These reports list the total number of hires, promotions, transfers and terminations involving OIIG employees for each quarter, including: (1) the number and type of each such employment action; (2) the dates of each employment action; (3) the title of the position; and (4) whether such employment action was pursuant to a posted or emergency hire.

Complaints

During this reporting period, I received no complaints alleging violations of the Employment Plan. As no violations of the OIIG Employment Plan have been found at this time,

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this Semi-Annual Report does not contain any recommendations for remedial or corrective action.

Monitoring of Employment Actions

I monitored the candidate interview process, interview panel discussions and the hiring decision for a recent hiring sequence involving an investigator position posted for our office. In addition, I am monitoring another hiring sequence for our office that is currently in progress. I also approved interview questions and job postings in connection with the hiring process.

Training

The OIIG Employment Plan requires various types of training for OIIG employees and supervisors as well as for employees who participate in the hiring process. During this reporting period, I coordinated the annual online Employment Plan training which was completed by all OIIG staff during September and October of 2018.

Other Activity

In addition to regular monitoring of activities within the office to ensure compliance with the terms of the OIIG Employment Plan, I have worked with OIIG employees to answer questions regarding Employment Plan issues.

Quarterly reports listing the total number of hires, promotions, transfers and terminations involving OIIG employees during the first and second quarters of 2019 will be issued in April and July 2019 respectively. The next Semi-Annual Employment Plan Report will be issued in September 2019.

Copies of all Semi-Annual Employment Plan Reports are posted on the OIIG's website as required by the OIIG Employment Plan. Should you have any questions, please do not hesitate to contact me.

Very truly yours,



Steven E. Cyranoski  
OIIG Employment Plan Officer

cc: Laura Lechowicz Felicione, Special Legal Counsel, Office of the President